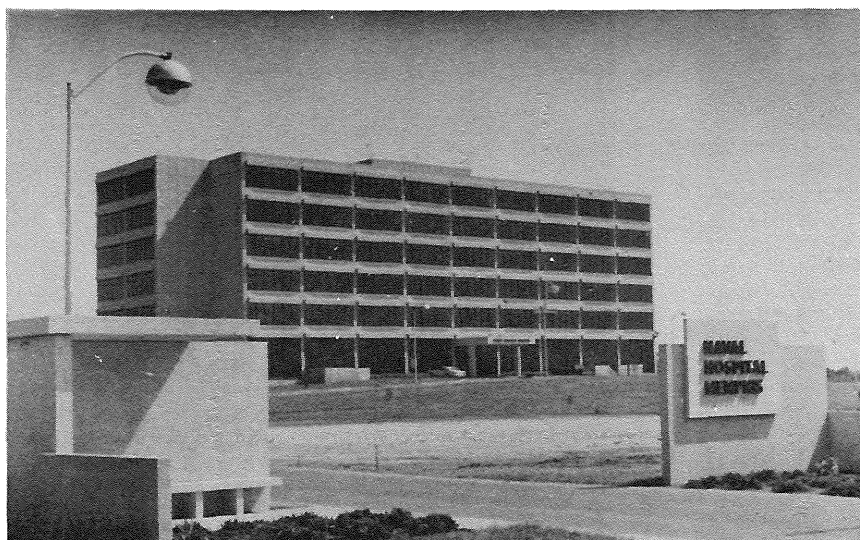


THE HOSPITAL CLIPPER



SPECIAL EDITION

NAVAL HOSPITAL MEMPHIS, MILLINGTON, TENN. 38054

AUGUST 26-30 1974

CREATION OF THE FEDERAL

WOMEN'S PROGRAM

In October 1967, Executive Order 11375 amended Executive Order 11246 and sex was added to other prohibited forms of discrimination in Federal employment--race, color, religion and national origin. The Civil Service Commission responded to this new order by establishing the Federal Women's Program to enhance employment and advancement opportunities for women. In August 1969, Executive Order 11478 integrated the Federal Women's Program into the overall Equal Employment Opportunity and, in addition, raised the focus of attention of the Federal Women's Program by placing it under the stewardship of Directors of Equal Employment Opportunity. In March 1972, the Equal Employment Opportunity Act of 1972 brought Federal employees and agencies under the equal employment opportunity provisions of the Civil Rights Act of 1964 for the first time and gave the Civil Service Commission additional enforcement powers to insure that all per-

FEDERAL WOMEN'S PROGRAM WEEK AUGUST 26 THROUGH 30 1974

"Women do not seek special privileges. They do seek equal rights. They do wish to assume their full responsibilities."

Virginia R. Allan, Chairman
Presidential Task Force on
Women's Rights

and
Responsibilities

December 15, 1969

sonnel actions in Government are free from discrimination. These Executive orders and laws on equal opportunity in the Federal Government apply to all Federal employees and provide a statutory base for the Federal Women's Program.

GENERAL AIMS OF THE FEDERAL

*****WOMEN'S PROGRAM*****

Recruiting and hiring of qualified women.

Placing women in jobs which offer them advancement in line with their abilities and ambitions.... opening up the dead-end job.

Counseling women about opportunities and encouraging them to plan a career, rather than muddle

through (And where do you want to be ten years from now?)

Encouraging agencies to expand their opportunities for part-time work and to restructure jobs so that women can compete for them on an equal basis with men.

Child care for children of Federal employees.

Communications--among agencies, between women's groups and the FWP and between the FWP and management. This includes using news media to focus on the program's achievements.

Development and use of statistical information, to assess employment trends and to evaluate progress of women.

Promoting continued education for employees by arranging work schedules and granting leave to allow participation, and by participating in community efforts to set up adult education courses

The concept of Upward Mobility--at all levels. This goes deeper than merely helping women who are already qualified for higher work obtain that work; it involves getting women trained to do higher work.

CAPTAIN R. M. LEHMAN, JR., MC, USN.COMMANDING OFFICER
CAPTAIN G. W. JAUCHLER, MC, USN . . DIR., PROFESSIONAL SERVICES
COMMANDER S. D. BARKER, MSC, USN. EXECUTIVE OFFICER

DUPLICATED MONTHLY ON GOVERNMENT EQUIPMENT WITH NON-APPROPRIATED FUNDS AND IN COMPLIANCE WITH NAVEXOS p-35 REV. JULY 1958. DISTRIBUTED FREE OF CHARGE TO PERSONNEL OF THE NAVAL HOSPITAL MEMPHIS, MILLINGTON, TENNESSEE. THE HOSPITAL CLIPPER SOLICITS NEWS ITEMS FROM ITS READERS.

EDITOR-IN-CHIEFLT J. C. NEW, MSC, USN
EDITOR.HM2 C. P. SATTERTHWAITE, JR, USN
RESEARCH/CONTRIBUTING EDITOR.FRANCES HAWTHORN

THE FEDERAL SERVICE ENTRANCE EXAM IS NO MORE! The Civil Service Commission has announced that it will replace its college level Federal Service Entrance Examination this fall with a new Professional and Administrative Career Examination (PACE). The replacement exam is expected to measure more accurately an applicant's ability to perform in a given job, which in turn will result in better placement. All candidates will compete in a new written test which measures five abilities needed for successful performance. Each of the five parts will be weighed in relationship to the work to be done. The current FSEE register will be used to fill vacancies through December 1974. However, eligibles in the current FSEE Program WILL BE REQUIRED to take the new test in order to receive employment after January 1, 1975.



Secretary to the Commanding Officer is George Ann SOWDERS. She is one of the plank holders of the original Naval Hospital Memphis, having come to work here in January 1943, when the old hospital was still under construction.

DID YOU KNOW that we now have the services of a full-time Educational Counselor? He is Mr. Fred Jackson and has offices in Room 325, telephone number, Ext. 5847. He is available to counsel with staff members, military or civilian, and military dependents who are interested in furthering their education. He counsels for college preparatory work, college degree programs and vocational schooling. Don't get stuck in that dead-end position! UTILIZE HIS SERVICES! Where will you be ten years from now?

YOU'RE INVITED

In observance of Federal Women's Program Week, this Command is honoring its women employees with a cake cutting ceremony at 1400, 28 August 1974 in the Enlisted Dining Room. Refreshments will be served following the brief ceremony. Everyone is invited.

ZIGGY

I'M ALL FOR
WOMENS RIGHTS
...IT'S JUST NOT FAIR
TO JUDGE A PERSON
BY THE SHAPE OF
THEIR SKIN !!

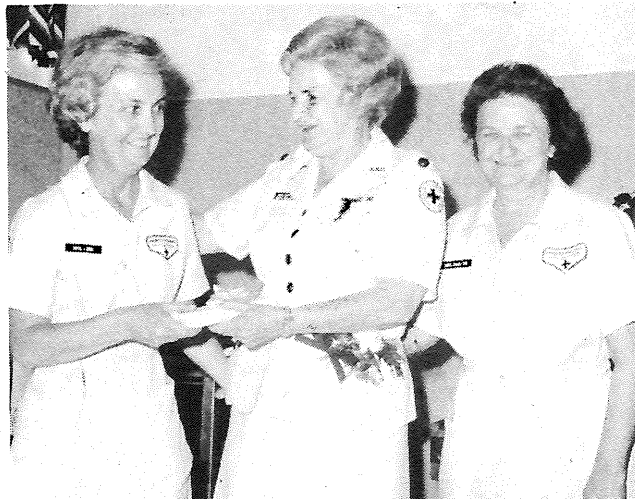


Tom Wilson



AMERICAN RED CROSS staffs a sizeable number of women, both Volunteers and staff, to serve patients in clinical areas, on the wards, and elsewhere. Some of them are pictured here during recent retirement ceremonies for Mary Moffatt, former Hospital Field Director whose official retirement date occurs 1 September. In the photo are, from left: Helen Penhale, visiting from Atlanta headquarters; Alicia Harper, professional paid staff caseworker and current Acting HFD; Mary Moffatt; Kay Long, past Volunteer Chairman; Emily Shelton, Volunteer Chairman; Bob White, new base Red Cross Field Director; Linda Johnson, Paid Recreation Supervisor; and Lois Ellis, Paid Secretary who has served at Naval Hospital for a number of years.

(Did you know there was a woman postmaster in 1773, before there was a Constitution?)



RED CROSS LEADERS at Naval Hospital have included (from left): Kay Long, immediate past Volunteer Chairman; Mary Elizabeth Moffatt; and Emily Shelton, Chairman of Volunteers. Though most Red Cross Volunteers here are women, Red Cross at Naval Hospital has one male Volunteer, Joseph Peters, (not pictured) retired military man who became interested in Volunteering when he was a patient here.

WOMEN IN FEDERAL JOBS
-A BIT OF HISTORY-

As early as 1800, the Treasury Department hired lady clerks at \$600 a year. Men made \$1200 to 1800 a year for the same job. In 1870, law allowed agencies to hire females for higher clerkship "at their discretion." The Civil Service Act of 1883 set up a merit system of employment in many of the examinations formerly reserved for men. The typewriter had been on the market ten years and was in fairly common use in Government departments. This revolutionary device provided women with a slow but sure avenue for entry into public service.

World War I gave women increased opportunities for Government service. The Commission's annual report of 1918 stated: "The most notable change in Government personnel brought about by the war is in the employment of women. They are everywhere... Many of the examinations for technical and scientific positions which in past years have been limited to men may now be taken by women; and the departments are appointing women to these positions. In 1919, the Commission issued the following regulation: "Both men and women, if qualified, may enter all examinations, but appointing officers have the legal right to specify the sex desired in requesting certification of eligibles". In 1923 the Classification Act established the concept of equal pay for equal work. In 1934, the Attorney General ruled that an 1870 law gave agencies the option to request men only or women only for filling civil service positions. World War II also presented enormous opportunities for women in the public service. In fact, their numbers more than tripled from June 1941 to June 1943. And equally--if not more--significant is the fact that they began to be employed across the broad spectrum of occupational fields.

In 1961, President John Kennedy established the Commission on the Status of Women. In 1962, the Attorney General declared an 1870 law that gave agencies the option to request men only or women only for filling civil services positions invalid, and in 1965 Congress repealed the 1870 law. In 1967 an Executive order added sex to other prohibited forms of discrimination. In 1967, the Federal Women's Pro-

gram was established to enhance the employment and advancement of women in the Federal service. In 1969, President Richard Nixon's Executive Order 11478 integrated the Federal Women's Program into the overall Equal Employment Opportunity program and raised the focus of attention on women. In April 1971, President Nixon issued a memo directing agencies to increase the number of women in top appointive positions (GS-16 and up) and in both career and appointive positions at GS-13 to GS-15. A woman was appointed as Staff Assistant for Executive Manpower to find and recruit female talent for top level Government jobs. In May 1971, the Civil Service Commission stated that it would no longer certify men only for jobs requiring the carrying of firearms; and that from that date on women would be certified along with men. The barriers in the Federal civil service have been lowered, and with increasingly impressive success. In the Federal service we now have female Special Agents, Customs Inspectors, Tugboat Captains, Postal Inspectors, Narcotics Agents, Nuclear Engineers, Air Traffic Controllers.....

The percentage of women in Government's white collar work force increased from 40.4 to 40.8 percent between surveys conducted in October of 1972 and October of 1973. Upward movement by women continued. At grades GS-13 and above, the percentage of women increased from 4.2 percent in 1972 to 4.5 percent in 1973, representing an increase of 713 positions. Since 1968, the percentage of women at GS-13 and above went from 3.7 percent to 4.5 percent, or an increase of 2,680 positions. In the super-grades, women showed gains at each grade level; up 3 at GS-16, 14 at GS-17, and 24 at GS-18 and above.



**Every job is a self-portrait
 of the person who did it.**

**Autograph your work
 with excellence!**

FEDERAL WOMEN'S PROGRAM
***** COORDINATOR *****

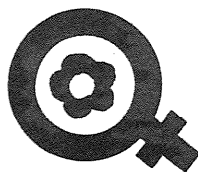
Frances Hawthorn is the Federal Women's Program Coordinator at Naval Hospital Memphis. She works in the Military Personnel Division, Room 228, telephone 607/608. She has actively participated in the preparation of the Hospital's Affirmative Action Plans, and she is a member of the Hospital's Equal Employment Opportunity Committee. She is a member of the Memphis Chapter of Federally Employed Women and is currently serving as their Recording Secretary. She feels that membership in this organization helps her keep abreast in what is happening in the Federal Women's Program.



DOROTHY S. HANCOCK, Supervisory Appointment Clerk in the Out Patient Service is an outstanding example that, through hard work and initiative, one can move onward and upward. Ms Hancock first came to work under the civil service system on 19 July 1967 when she came to work at this hospital as a Laborer Cleaner in the Operating Services Division. On 12 January 1969 she was promoted to File Clerk GS-2, and transferred to the Out Patient Service. In April 1969 she was promoted to Information Receptionist GS-3. In August 1972 she was again promoted when she was assigned to her present position. Since coming to work at Naval Hospital Memphis she has received training in Fundamentals of Supervision, Management, and labor relations.



she was promoted to Medical Records Technician (Steno) and assigned to the Medical Records Section of the Patient Affairs Division where she has one civilian assistant and one military file clerk to help maintain medical records to meet the requirements of JCAH. She is a member of the American Medical Record Association.



POLEY F. MCKAY, Medical Records Technician, first entered the federal service on 15 July 1957 when she came to work at this hospital as a secretary-typist in the Out Patient Service. Though she had had no experience in hospital work, she began to acquire a working knowledge of medical terminology and hospital organization. Her first promotion came fifteen months later when she moved to the Patient Affairs Division as Secretary-stenographer. In this position she continued to gain experience in medical records and acted as recorder for the Medical Records Committee. In 1969, the Joint Commission on Accreditation of hospitals advised that the medical records section must be under the direction of qualified personnel. Because of her previous experience, Ms McKay was again promoted and placed in charge of medical records and coding. She was placed in a training program and enrolled in a Medical Records Technician correspondence course through the American Medical Records Association. Upon completion of the correspondence course in November 1972, she was sent on temporary additional duty to participate in the annual national examination for accreditation which she was required to pass to gain her current status as an Accredited Record Technician. In order to maintain accreditation, she must complete fifty hours of continued education over each five year period of time through additional courses at a university, through correspondence, on-the-job clinical training, conferences, writing of articles, etc. Upon gaining accreditation,

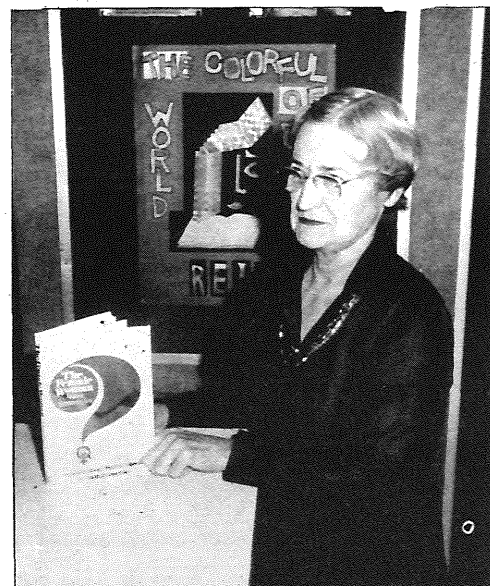


A native Pennsylvanian, CDR REGINA HUMPHREYS, Asst. Chief Nurse, reported aboard Navy Hospital Memphis from Portsmouth Regional Medical Center. Joining the Navy during the Korean Conflict, she subsequently served in Naval Hospitals; Newport, Charleston, Guam, Annapolis, Philadelphia, and San Diego, interspersed with tours aboard the Hospital Ships Haven and Repose while in Korea and Vietnam.

A Diploma graduate, Cdr. R. Humphreys later received her B.S. in Education at the University of Minnesota. She also holds a Navy Commendation Medal for service as OR Supervisor aboard ship in Vietnam.

An active toastmistress, this avid reader, traveler and ballroom dancer, is looking forward to seeing the mid-south region of the United States.

HM3 GLORIA JANE PARKER performing her two weeks ACDUTRA in the Military Personnel Division at Naval Hospital Memphis. Petty Officer Parker served three years on active duty in the U. S. Navy from July 1970 to July 1973. She joined the Naval Reserve in August 1973. In civilian life she is at Southwestern Louisiana, majoring in nursing. ***** Fifty-four years ago, on August 26, 1920, the Nineteenth Amendment was certified as part of our Constitution, assuring that "the right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex." ***** Library positions are important functions found throughout the Government. Here SARA LOUISE HANLIN, Hospital Librarian, scans one of the new additions to the library.

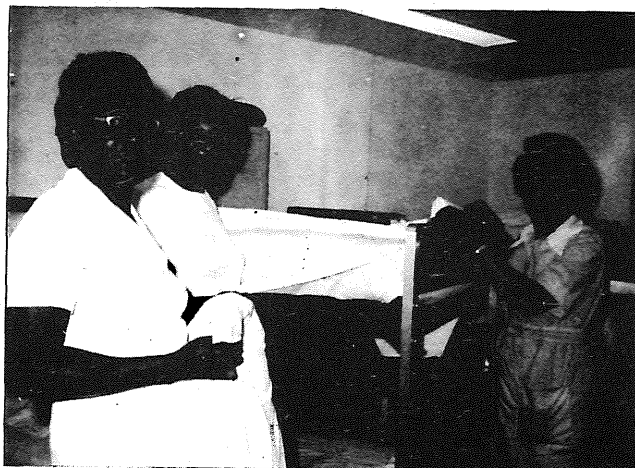




In the Supply Section of the Fiscal Supply Division, Evelyn C. Beckett, Sharon G. Rains, and Marion McCormack cheerfully pose for our special edition of the Clipper.



We do appreciate these ladies and all of the other employees in the Food Service Division. They do serve good food down there, and their cheerful attitude makes for a pleasant dining experience.



And we can't overlook our great Housekeeping staff. Here we see Savannah Taylor, Iness Harde and Cora Goldsby are busy in one of the duty rooms.

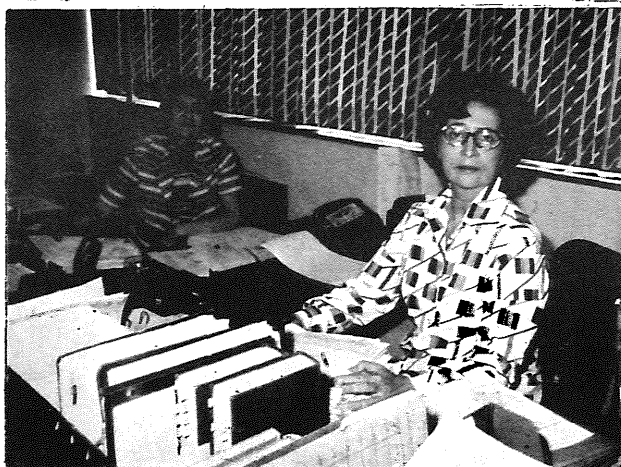
ROUND
ABOUT
THE
HOSPITAL
--
WOMEN
ARE
EVERYWHERE



Over in the Medical Transcribing Section of the Patient Affairs Division, we found Eva Anderson, Elois Lindsey, Velma Allison, Maryann Richman, and Arthurline Miller willing to pause and say "hello" for a minute.



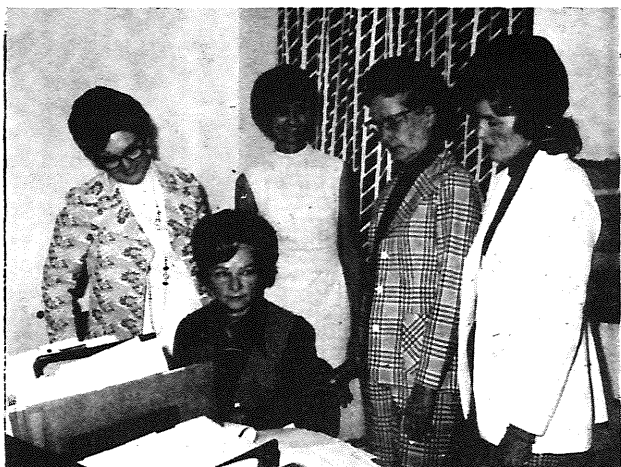
Here we see Agnes C. Harris, Carol D. Huston, and Cleoma Hampton reviewing a piece of work in the Data Processing Division.



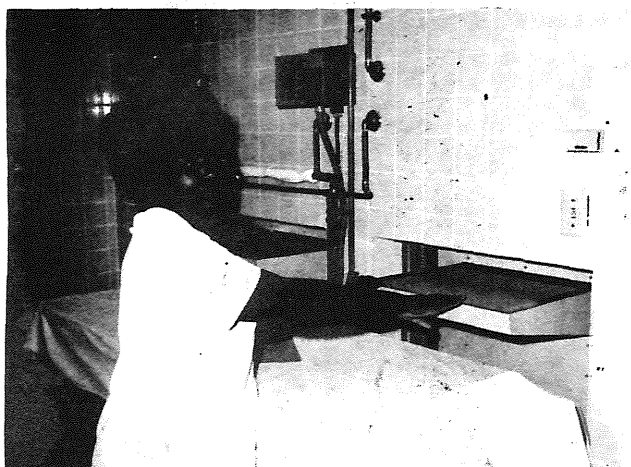
Myra Slover and Poley McKay look up from their work in the Medical Records Section of Patient Affairs Division.



The Central Appointment Section of the Out Patient Service is one of the busiest spots in the hospital. But Dorothy Taylor, Sarah Casey and Jessie Smith seem cheerful enough as they go about their tasks.



In the Fiscal Section of Fiscal/Supply Division, Mary Cleaves, whom we happily welcomed back to the hospital a short time ago, is surrounded by June Kendall, Margaret Burns, Dorothy Smithson, and Nora Dickey.



Addie Dickerson processes film in the Radiology Service.



Dorothy Sowell, HN Betty Harvey, Frances Hawthorn, Laurie Clemmons, and Amy Turnage are employed in the Military Personnel Division. HN Harvey is a welcome new addition in this section.



Lois Oglesby, a Postal Service employee, takes care of our Post Office.



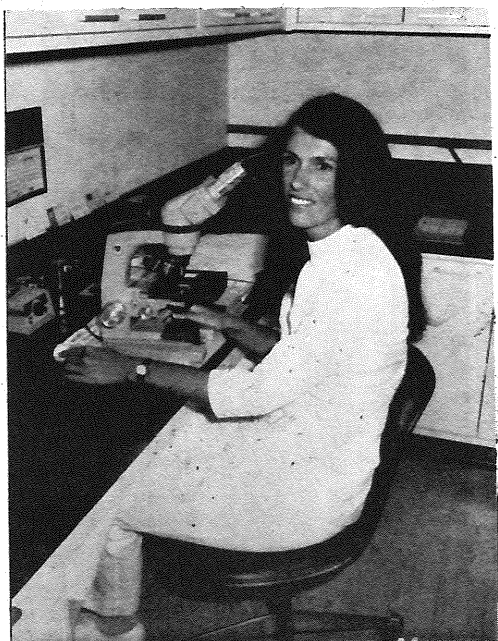
We are appreciative of the Disbursing and Navy Exchange services which are provided by the Naval Air Station. Above we see Norma Hood, Jan Jacobsen, and Rose Shannon in the Disbursing Office, and below Laverne Cook and Helen Grey greet us in the Navy Exchange Store.....



We will be saying goodbye to Bethena "Beth" BENSON soon. She has been a pleasant part of the Maintenance Division for a large number of years, but she, too has decided to leave us for retired life.



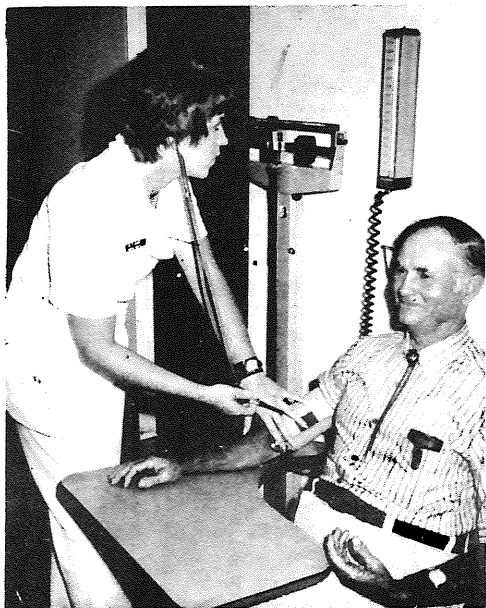
Jeanette SUTHERLAND has recently become the secretary to the Chief of Surgery. Congratulations!



SANDRA O. THWEATT, a Pathology Technician in the Laboratory Service.



Lola MCELYA gets to know just about everyone about the hospital in her position in the Security Branch of the Operating Services Division.



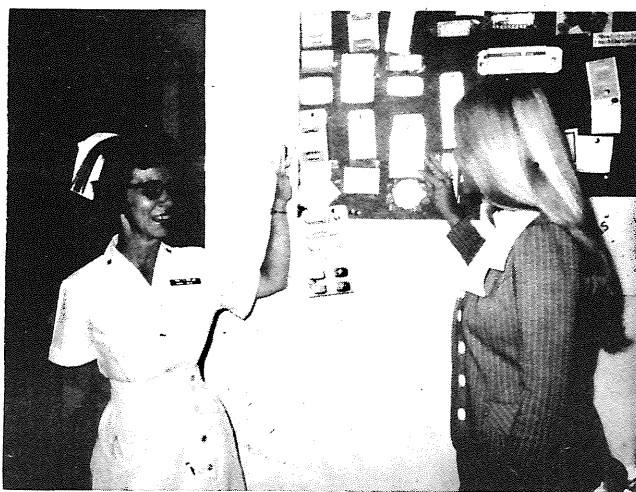
HN Karen MABRY checks the blood pressure of Mr. Carlyle R. Williams of Beech Bluff, Tennessee.



TIME WAS.....
When a woman's place was keeping
the home fires burning...



On Ward 5 East, Ensign B. JOHNSON and HN Pam CORNELIUS check medications.



In the OB/GYN Clinic LCDR Elinor B. STERLING talks with Mrs. J. S. Duke of Memphis. LCDR STERLING will join the happy ranks of the retired on 31 August. We wish her well!



tending the children...



and reminding herself that
cleanliness was next to god-
liness (or ought to be!)...

AND OVER AT THE DISPENSARY SERVICE WE SEE...



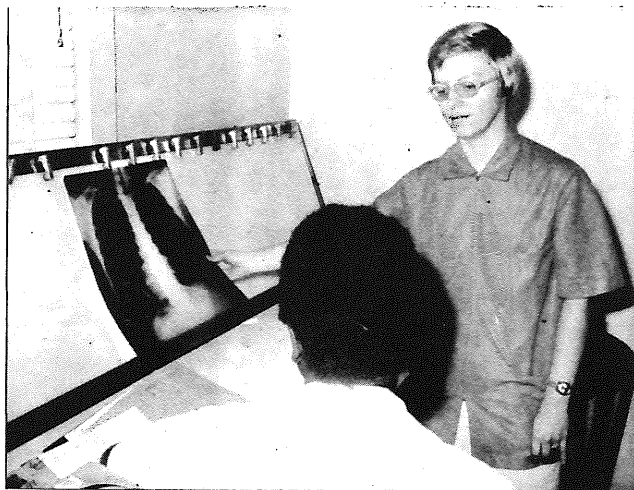
"Scooter" CAMP cheerfully performing her duties as secretary to the Chief, Dispensary Service.



HN Cathy ROBERTS in WAVE Sick Call. Ouch, Cathy, what are you getting ready to do?



Nurse Naomi SMITH completing some paper work at WAVE Sick Call.



HN Mary M. COLEMAN places an X-Ray on an illuminator. Hospitalman COLEMAN recently reenlisted for a period of five years and will be leaving us on 31 August when she transfers to San Diego, California to attend a course of instruction in X-Ray Technique.

